



RACIAL EQUITY PERFORMANCE STANDARDS (INTERMEDIATE)

	Excellent	Good	Satisfactory	Needs Improvement
Recruitment	100% of our recruitment efforts (i.e.: job fairs, career vacancies) explicitly target communities of people who have historically been underrepresented.	75% of our recruitment efforts (i.e.: job fairs, career vacancies) explicitly target communities of people who have historically been underrepresented.	50% of our recruitment efforts (i.e.: job fairs, career vacancies) explicitly target communities of people who have historically been underrepresented.	Less than 25% of our recruitment efforts (i.e.: job fairs, career vacancies) explicitly target communities of people who have historically been underrepresented.
Interviewing	100% of our job candidates are interviewed by diverse hiring panels AND are asked questions about their awareness and willingness to contribute to a D.E.I.-rich culture.	75% of our job candidates are interviewed by diverse hiring panels AND are asked questions about their awareness and willingness to contribute to a D.E.I.-rich culture.	50% of our job candidates are interviewed by diverse hiring panels AND are asked questions about their awareness and willingness to contribute to a D.E.I.-rich culture.	Less than 25% of our job candidates are interviewed by diverse hiring panels AND are asked questions about their awareness and willingness to contribute to a D.E.I.-rich culture.
Talent Management	100% of staff in leadership positions mentor or provide equitable services or opportunities to staff members who have historically been underrepresented.	75% of staff in leadership positions mentor or provide equitable services or opportunities to staff members who have historically been underrepresented.	50% of staff in leadership positions mentor or provide equitable services or opportunities to staff members who have historically been underrepresented.	Less than 25% of managers provide equitable services or opportunities to staff members who have historically been underrepresented.
Performance	100% of leaders have critical elements associated with D.E.I. responsibilities in their performance appraisal.	75% of leaders have critical elements associated with D.E.I. responsibilities in their performance appraisal.	50% of leaders have critical elements associated with D.E.I. responsibilities in their performance appraisal.	Less than 25% of leaders have critical elements associated with D.E.I. responsibilities in their performance appraisal.